

Naval Manpower, Personnel and Training (MPT) Information Exchange



Provided to Navy Workforce Research & Analysis Conference

31 March 2003
CDR Scott Chapman
Manpower and Personnel Team Leader
OPNAV (N81) - Assessment Division



Exchange Definition

The Naval Manpower, Personnel and Training (MPT) Exchange is an effective method for bringing together the MPT studies community of interest and enabling its members to exchange information and knowledge to benefit the MPT policy and program functions of the Department of the Navy (DoN).



Exchange Purposes

- Improve productivity and effectiveness by optimizing access to Naval-related MPT studies, information and knowledge
- Improve synergy and effective development of MPT policies and programs by enabling collaboration across the community of interest
- Enable identification of gaps or redundancies in a particular area
- In the long run, provide an overview of Navy's investment in MPT studies



Community of Interest

- Who
 - Action officers
 - Analysts/researchers
 - Executives
- Working where
 - Inside the Navy or DoD
 - Elsewhere in the government
 - In industry
 - In academia



Types of Information & Knowledge

- Information about studies – References to MPT studies
- Study contents – Including approach, findings, and recommendations
- Information on recommendations adopted – Often found in decision briefs
- Program evaluation results – What happened as a result of adopting the recommendations
- Subject matter coverage of the body of MPT studies – Gaps and redundancies
- Visibility into the financial investment made in this area



Technology

- Hosting - SECNAV Portal
- Software - Plumtree
- Firewall - Accessible from outside firewall
- Contemporary but affordable technology platform and tools

Portal: Communities - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Address <https://secnavportal.hq.navy.mil/portal45/communities/community.asp?CommunityID=214&UserID=135980> Go Links

Google Search Web Search Site PageRank Page Info Up Highlight

Welcome NT\Alison Rey Portal Settings | Administration | Feedback | Login As A Different User Thursday, February 27, 2003 ? HELP

SecNav Information Portal

MY PAGES COMMUNITIES DOCUMENTS HOME NMCI SECNAV MPT EXCHANGE TRAINING

WELCOME TO THE HOME COMMUNITY! PAGES: NEWS & NOTICES | ANNOUNCEMENTS

eBoard

Currently on the eBoard...

[Emergency Escape Hood Training](#)

[Federal Government Operating Status](#)

Selected Folders

[AAUSN Business Applications](#)

[Force Protection Town Hall Meeting](#)

[DoD Telephone Directories](#)

[Ethics Guidance](#)

[General Messages - Navy-Marine Corps](#)

[External Resources - Links](#)

[Directives and Instructions - SECNAV](#)

[Training](#)

[Policies](#)

[Forms](#)

[Current Vacancies](#)

News and Information

Current Early Bird

[February 27, 2003](#)

[February 26, 2003](#)

[February 25, 2003](#)

CHINFO Clips

[February 27th Issue](#)

[February 26th Issue](#)

[February 25th Issue](#)

Daily Photo from Navy NewsStand

Sealift vehicles belonging to the U.S. Navy and U.S. Army sit together pier side under the watchful eye of both the U.S. and Kuwaiti harbor patrol. [Photo Gallery](#)

030225-N-1050K-001 Camp Patriot, Kuwait -- Sealift vehicles belonging to the U.S. Navy and U.S. Army sit together pier side under the watchful eye of both the U.S. and Kuwaiti harbor patrol. From left, the Navy's Joint Venture (HSV-X1) and the Army's Spearhead (TSV-1X) are high-speed catamarans designed and built by Australian shipbuilders. The joint-service vessel design was coordinated by the Navy's Warfare Development Command in close partnership with elements of the Army, Navy, Marine Corps and Coast Guard. The vessel's impressive speed can move troops and equipment into a theater of operations quicker than currently used military transport vehicles. The ability to carry such loads is a considerable savings in both time and money when compared to using military and commercial aircraft. Operation Enduring Freedom is the first time the craft have been deployed together in support of military operations. U.S. Navy photo by Journalist 1st Class Joseph Krypel. (RELEASED)

Selected Publications Announcements

[HRSC-NW Training Highlights for MARCH 2003](#)

[Sending Naval Messages after NMCI transition](#)

[EBIS](#)

[Problems with Public Folders](#)

[Brookings Institution Maastricht Seminar](#)

[Department of the Navy New Geographic Locations](#)

[Pentagon Force Protection Videos on SECNAV Information Portal](#)

[Success Over Stress - Feb 27](#)

Top Stories (Navy Newsstand)

[CNO Thanks American People, Congress for Their Support](#)

[Search Ends for USS Monterey Sailor Lost at Sea](#)

World News

Internet

Portal: Communities - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back Search Favorites Media PageRank Page Info Up Highlight

Address <https://secnavportal.hq.navy.mil/portal45/communities/community.asp?UserID=135980&CommunityID=291> Go Links

Google Search Web Search Site PageRank Page Info Up Highlight

Welcome NT\Alison Reyes! Portal Settings | Administration | Feedback | Login As A Different User Thursday, February 27, 2003 ? HELP

SecNav Information Portal

MY PAGES COMMUNITIES DOCUMENTS HOME NMCI SECNAV
MPT EXCHANGE NEWS SEARCH TOOLS TRAINING

WELCOME TO THE MPT EXCHANGE COMMUNITY!

PAGES: INFORMATION EXCHANGE | MPT DISCUSSIONS | INSTRUCTIONS (FAQS) | MEMBERSHIP LIST

Profile

This exchange exists to create and sustain a community of interest on the subject of studies and other knowledge relevant to Navy manpower, personnel and training (MPT) issues. It provides access to a variety of electronically available references, studies, and other types of information, as well as an opportunity to find expertise and discuss MPT issues with fellow community colleagues. For instructions on site use, see the FAQs. [Note: see the "MPT Exchange" tab for the Instructions / FAQ link]

Selected Folders

- [MPT Information Exchange](#)
- [Personnel](#)
- [Manpower](#)
- [Researcher Resources](#)

Selected Publications

MPT News

- [CNO Thanks American People, Congress for Their Support](#)
- [Kmart: Has Evidence to Sue Former CEO](#)

Current Briefings

- [Briefing Slides MPT Studies Community of Interest Information Exchange](#)

Current Conference Programs & Proceedings

- [Second Annual Navy Manpower, Personnel and Training \(MPT\) Research and Analysis Conference](#)
- [Inter-University Seminar on Armed Forces and Society](#)
- [CNAC Annual Conference: Transforming Defense: A Current Assessment and the Road Ahead](#)

Current R&D Program Plans

- [R&D project summaries \(FY 2002\) - Naval Air Warfare Center Training Systems Division](#)

Ongoing MPT Research

- [CNA: Monthly Progress Report: Navy Edition July 2002](#)
- [CNA: Monthly Progress Report: Navy Edition August 2002](#)
- [CNA: Workforce, Education and Training monthly status report -- September 2002](#)

Selected Readings (Manpower)

- [Outside the Fleet: External Requirements for Naval Officers](#)
- [Cost Of Manpower Estimating Tool \(COMET\)](#)

Selected Readings (Personnel)

- [Force Health Protection \(FHP\)](#)
- [The Warrant Officer Ranks: Adding Flexibility to Military Personnel Management .](#)

Selected Links

MPT Exchange Links:

Click here to view useful links... [Contact this Community's Manager](#)

Done Internet

[home](#) [search](#) [register](#) [user cp](#) [f.a.q.](#)

MPT Information Exchange

Welcome back, areyes
[View New Posts](#)Members: 11, Threads: 10, Posts: 17
The time now is 03:18 PM.[Log Out](#) | [Mark All Forums Read](#)

Forum	Posts	Threads	Last Post	Moderator
MPT Discussion Groups				
These forums are intended for MPT related discussions.				
<input checked="" type="checkbox"/> Manpower Forum for Manpower related discussions.	1	1	01-30-2003 03:23 PM by areyes	
<input checked="" type="checkbox"/> Personnel Forum for Personnel related discussions.	8	1	02-24-2003 05:10 PM by areyes	
<input checked="" type="checkbox"/> Training Forum for Training related discussions.	6	6	12-06-2002 04:32 PM by areyes	

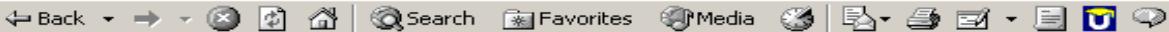
Currently Active Users: 1

There are currently 1 members and 0 guests on the boards.

[areyes](#)

All times are GMT -5 hours. The time now is 03:18 PM.

 [New posts](#) [No new posts](#) [A closed forum](#)< [Contact Us](#) - MPT Information Exchange Discussion Groups >Powered by: vBulletin Version 2.2.9
Copyright ©2000 - 2002, Jelsoft Enterprises Limited.

[File](#) [Edit](#) [View](#) [Favorites](#) [Tools](#) [Help](#)Address <http://navpvias01.resourceconsultants.com/informationexchange/forumdisplay.php?s=cdf92ec04999788f90850a774a46fcbb&forumid=4> Go Links >>

Google

[Search Web](#) [Search Site](#) [PageRank](#) [Page Info](#) Up Highlight[home](#) [search](#) [register](#) [user cp](#) [f.a.q.](#)

MPT Information Exchange > Personnel

(Users Browsing this Forum: areyes)

[new thread](#)[Subscribe to this Forum](#)[Mark this Forum Read](#)

Thread	Thread Starter	Replies	Views	Rating	Last Post
Selective Reenlistment Bonuses and Enlistment Bonuses	T.Smith(N132D1)	7	39		02-24-2003 05:10 PM by areyes

Showing threads 1 to 1 of 1, sorted by in order, from

[new thread](#)[Subscribe to this Forum](#)[Mark this Forum](#)[Post New Thread](#)**Forum Jump:**Personnel **Search this Forum:**

All times are GMT -5 hours. The time now is 03:19 PM.

[New posts](#)[\(More than 15 replies or 150 views \)](#)[Closed thread](#)[No new posts](#)[\(More than 15 replies or 150 views \)](#)**Forum Rules:**

You may post new threads	HTML code is OFF
You may post replies	vB code is ON
You may post attachments	Smilies are ON
You may edit your posts	[IMG] code is OFF

HTML code is OFF
vB code is ON
Smilies are ON
[IMG] code is OFF

Admin Options:[-- Forum Options --](#)

< Contact Us - MPT Information Exchange Discussion Groups >

Powered by: vBulletin Version 2.2.9
Copyright ©2000 - 2002, Jelsoft Enterprises Limited.



home search register user cp f.a.q.

MPT Information Exchange > Personnel > Selective Reenlistment Bonuses and Enlistment Bonuses[Last Thread](#) [Next Thread](#)

Author	Thread
T.Smith(N132D1) Junior Member Registered: Dec 2002 Location: Posts: 2	<p>Selective Reenlistment Bonuses and Enlistment Bonuses</p> <p>I was just looking at Scott Chapman's Compensation IWAR Brief that is posted on the exchange and saw he did some interesting work on the relationship between Selective Reenlistment Bonuses and Enlistment Bonuses. The GAO just released a very negative report of an audit they did on our SRB accounts. The Associated Press & L.A. Times picked up the report and ran a front page story on it this morning. Essentially, we overspent the SRB budget in 2001 by \$240 Million getting wrapped in all the good retention news. We violated not only federal regs, but even the guidance we established for ourselves with OSD. CNP is furious, and I've been tasked with trying to find out how to fix this! The Compensation Managers in N130 are all new, so they can't help with this.</p> <p>Can anyone shed more light on this? Scott, I could especially use your help.</p> <p>Tom</p>
12-02-2002 03:08 PM	profile search buddy edit quote <p>Report this post to a moderator IP: Logged</p>

Portal: MPT Information Exchange - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back Search Favorites Media PageRank Page Info Up Highlight

Address https://secnavportal.hq.navy.mil/portal45/catalog/folder.asp?UserID=135980&ID=1088&ShowDocDesc=1 Go Links

Google Search Web Search Site PageRank Page Info Up Highlight

Welcome NT\Alison Reyes! Portal Settings | Administration | Feedback | Login As A Different User Thursday, February 27, 2003 ? HELP

SecNav Information Portal

MY PAGES COMMUNITIES DOCUMENTS HOME NMCI SECNAV
MPT EXCHANGE NEWS SEARCH TOOLS TRAINING

Document Search all Languages all Folders Go
Search Options: Advanced | Network | Saved

SECNAV CATALOG : FUNCTIONAL COMMUNITIES : MPT INFORMATION EXCHANGE Add To My Page!

Actions

BROWSE MODE
[SUBMIT A FILE](#)
[SUBMIT A WEB PAGE](#)
[SUBMIT A REMOTE DOCUMENT](#)
[HELP](#)

EDIT MODE

RENAME MODE

Subfolders in "MPT Information Exchange"

Community Files
Publications

Education and Training
Computer applications in training, Educational programs, Instructional approaches / methods, Instructional system development, Training aids...

Human Factors Engineering
Control - Display Integration, Control Engineering, Design Support Methods, Display Engineering, Facilities Engineering...

Human Performance
Attitude Assessment, Biomechanics, Biophysiological Procedures / Techniques/ Measures, Cardiovascular System, Human Performance Capabilities...

Human Resources Management
Attrition, Career development, Compensation, Health and Human Services, Human resources management databases...

Information Processing / Cognition
Authoring Aids, Cognition, Decision Making, Information Characteristics, Information Flow...

Manpower
Force Capability, Force Structure, Manpower Availability Factors, Manpower Data, Manpower Management...

MPT News

Organizations
Group development/processes, Organization Type, Organizational Design / Development, Organizational Effectiveness, Organizational Management

Personnel
Air crews, Civilian Personnel, Combat Personnel, Demographic Characteristics, Families...

Quantification / Analysis Techniques
Computational Techniques, Data Collection Methods, Models, Named Tests, Performance Rating...

Recruitment
Enlistment Decision, Recruit Screening, Recruiter Management, Recruitment Evaluation, Recruitment Policies...

Researcher Resources
Resource Descriptions

Safety / Environmental Factors

Selection / Classification / Assignment
Personnel accessions, Personnel assignment, Personnel classification, Personnel selection, Reenlistment data

Skills
Basic Skills, Military Skills, Occupational Skills, Personal Improvement / Social Skills, Skill Classes

Task / System Analysis

Documents in "MPT Information Exchange" (1 - 4 of 4)

Internet

Portal: Search Results For "attrition" - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Address https://secnavportal.hq.navy.mil/portal45/search/searchres.asp?UserID=135980&SearchText=attrition&LimitLanguage=all&FolderID=

Google Search Web Search Site PageRank Page Info Up Highlight

Welcome NT\Alison Reyes! Portal Settings | Administration | Feedback | Login As A Different User Thursday, February 27, 2003 HELP

SecNav Information Portal

Document Search attrition English Go

Search Options: Advanced | Network | Saved

MY PAGES COMMUNITIES DOCUMENTS HOME NMCI CNAV

MPT EXCHANGE NEWS SEARCH TOOLS TRAINING

SEARCH RESULTS FOR "ATTRITION"

Jump To: Folder Search | Document Search Save this search

Folder Search (1 - 1 out of 1)

1. SECNAV Catalog : Functional Communities : MPT Information Exchange : Human Resources Management : Attrition

Document Search (1 - 19 out of 726) More >

1. The Role of Personality Type on Minority Attrition at the US Naval Academy
The **attrition** rate at the Naval Academy is higher for minority vs. not ... Last Modified: 1/21/2003 7:20:00 PM Properties...

2. GAO-02-591 AIR TRAFFIC CONTROL FAA Needs to Better Prepare for Impending Wave of Controller Attrition Updated!
to Better Prepare for Impending Wave of Controller **Attrition** ... Last Modified: 2/26/2003 11:50:00 PM Properties...

3. First-Term Attrition in the Marine Corps
This research memorandum provides an overview of first-term **attrition** in the Marine Corps. It discusses trends in **attrition**, the ... Last Modified: 1/19/2003 9:10:00 AM Properties...

4. Attrition Reenlistment Report End of FY-02
Attrition Reenlistment Report End of FY-02 ... Last Modified: 1/23/2003 9:50:00 PM Properties...

5. Bootcamp Attrition Rates: Predictions For FY 1999
This briefing examines bootcamp **attrition**, including predictions for FY99 rates, subsequent fleet **attrition**, and ... Last Modified: 1/19/2003 9:10:00 AM Properties...

6. Analysis of Early Military Attrition Behavior
services fail to complete their enlistment terms. The period of highest **attrition** rate occurs during the first six months of service when over 10 percent of ... Last Modified: 1/19/2003 9:50:00 AM Properties...

7. MCRC Attrition and Comparisons with the Navy
This briefing examines bootcamp **attrition** in the Navy and the Marine Corps, comparing recent **attrition** rates ... Last Modified: 1/19/2003 9:10:00 AM Properties...

8. NSIAD-91-135 Reserve Components: Factors Related to Personnel Attrition in the Selected Reserve
Reserve to determine the extent, causes, and effects of personnel **attrition**. GAO also identified military, economic, and environmental factors ... Last Modified: 1/21/2003 5:00:00 PM Properties...

9. CNA Navy Attrition and Reenlistment Report
CNO Navy **Attrition** and Reenlistment Report End of FY02 ... Last Modified: 1/23/2003 9:50:00 PM Properties...

10. Factors Associated with Navy First-Term Attrition Losses: Female Accessions in FY 1983 Through FY 1985
This research memorandum examines first-term **attrition** for female recruits accessed in the FY 1983 through FY 1985 period ... Last Modified: 1/19/2003 9:10:00 AM Properties...

11. Factors Associated with Navy First-Term Attrition Losses: Female Accessions in FY 1983 Through FY 1985 (2)

Done Internet



Next Steps

- Improve electronic search function
- Establish working relationships with material source institutions
- Benchmark quality web sites and set standards
- Add and refine selected materials
- Eventually provide FOUO materials to authorized members
- Systematically evaluate and improve the exchange



Evaluation Plan

- Formal announcement of exchange
 - March 31 - April 1, 2003 at CNA MPT Symposium
- Testing program
 - May - August 2003
 - Concurrent beta testing and operational testing
 - Selected group of 40 beta test members
 - Additional members for operational test



Staffing & Maintenance

- Assignment of Community of Interest manager
- Role filled by multi-functional team
- Dealing with community membership
- Interfacing with SECNAV portal and technical maintenance
- Updating links, posting materials, and scanning



Institutional Roles

- Initial development - OPNAV (N81)
- Continued development and testing - Steering Group of ASN (M&RA), N81, N1
- Institutionalization - OPNAV (N1)
 - Possible roles for NPRST, NPS



Questions?

- **LCDR Lisa Truesdale, USN**
ASN (M&RA)
truesdale.lisa@hq.navy.mil
(703) 693-0697
- **CDR Mike Schaffer, MSC, USN**
OPNAV - N81 (Assessment Division)
michael.schaffer@navy.mil
(703) 693-9551
- **CDR Scott Chapman, USN**
OPNAV - N81 (Assessment Division)
scott.chapman@navy.mil
(703) 693-9130



Backup Slides



Taxonomy

- MATRIS taxonomy was chosen
- First two levels were used
- MATRIS continually updates its taxonomic structure



Legal Issues Regarding Intellectual Property: Copyright

- Review by Counsel required prior to posting material
- Impediments to favorable legal review
 - Ambiguous legal code
 - Availability of old contracts
 - Type of access authorized in contract
 - Adversarial relationship with copyright holder
- Strategy pursued should be based on long term vision for the exchange



Legal Issues Regarding Access & Contribution

- National security considerations dictate strict controls on who has access to what
 - Level of member's access must meet distribution limitation imposed
 - Community of interest manager has responsibility to ensure these controls are observed
- DoD policy with respect to contributing materials has varied
 - All R&D funded TRs must be submitted to DTIC
 - Submittal of summaries of ongoing research is currently voluntary



Challenges

- Electronic search and retrieval
- Legal and regulatory
- Institutional
- Social